GOVERNMENT OF INDIA
LABOUR AND EMPLOYMENT
LOK SABHA

UNSTARRED QUESTION NO:1314
ANSWERED ON:26.11.2007
WAGE PARITY
Subbarayan Shri K.

Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:

(a) the number of men and women workers working in organised and unorganised sectors, State, Sector, Rural and Urban-wise;

(b) whether there is wage parity between men and women workers in the said sectors;

(c) if not, the steps being taken by the Government for the compliance of the rule/laws related to wage parity; and

(d) the details of gender specific labour laws in the country indicating the level of implementation of the said laws?

Answer

MINISTER OF STATE (INDEPENDENT CHARGE) OF THE MINISTRY OF LABOUR AND EMPLOYMENT (SHRI OSCAR FERNANDES)

(a) to (d): Information is as per statement annexed.

STATEMENT REFERRED TO IN REPLY TO PART (a) TO (d) OF LOK SABHA UNSTARRED QUESTION NO.1314 FOR ANSWER ON 26.11.2007 REGARDING "WAGE PARITY" BY SHRI K. SUBBARAYAN.

(a) : The total number of men and women working in organized and unorganized sectors are 2,64,58,400 and 43,30,00,000 as 31.03.2005 respectively. The state-wise detail of labour force in organized sectors is as per statement annexed. The sector and state-wise details regarding men and women employed in unorganized sectors are not maintained.

(b)&(c): Yes, Sir. There is wage parity between men and women workers in so far as the organized sectors are concerned. The Equal Remuneration Act, 1976 provides for equal remuneration without discrimination between men and women workers in respect of wages and other amenities.

(d) : The Equal Remuneration Act, 1976 and the Maternity Benefit Act, 1961 are the gender specific labour laws in the country. The Equal Remuneration Act, 1976 is being implemented by the respective State Government in the State Sphere and the Chief Labour Commissioner (Central) in the Central Sphere. Action is initiated under various provisions of the Act as and when violations are reported by the concerned enforcement agencies. Under the Maternity Benefit Act, 1961 women employees are entitled to maternity benefit at the rate of average daily wage for the period of their actual absence upto 12 weeks due to delivery.

Under various other labour laws, protective provisions are available for women workers. These include the Factories Act, 1948, the Plantations Labour Act, 1951, the Contract Labour (Regulation and Abolition) Act, 1970, the Inter-State Migrant Workers (Regulation of Employment and Conditions of Service) Act, 1979, the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996, etc. which provide interalia, crÃ¨che facilities for the benefit of women workers, time off for feeding children during working hours, provision of maternity leave and separate toilets and washing facilities for female and male workers near the workplace. The various State Governments are the appropriate agencies for enforcing these laws.